
Document name: Equal Opportunities Policy
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Primary Eyecare Primary Eyecare Cheshire Ltd: Equal Opportunities Policy

Primary Eyecare Primary Eyecare Cheshire Ltd Ltd has been established to specifically act as the lead for a network of local optical practices ("subcontractors") dedicated to delivering excellent eye care in the local community.

Primary Eyecare Primary Eyecare Cheshire Ltd Ltd's clinical governance and performance lead will be the coordinating commissioner's main point of contact within Primary Eyecare Primary Eyecare Cheshire Ltd Ltd.

While Primary Eyecare Primary Eyecare Cheshire Ltd Ltd does not directly employ staff it strongly supports equal opportunities in the workplace and is committed to complying with the Human Rights Act 1998. Primary Eyecare Primary Eyecare Cheshire Ltd Ltd recognises protected characteristics as defined by the Equality Act 2010 to be: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Primary Eyecare Primary Eyecare Cheshire Ltd Ltd's equal opportunities policy is that subcontractors must comply with section 149 of the Equality Act 2010. Primary Eyecare Primary Eyecare Cheshire Ltd Ltd will in consultation with the commissioner and at reasonable request demonstrate how it complies with this.

Primary Eyecare Primary Eyecare Cheshire Ltd Ltd will require subcontractors to have due regard to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- Permit no discrimination from any party.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and people who do not share it.

In addition, subcontractors of Primary Eyecare Primary Eyecare Cheshire Ltd Ltd have a duty to:

- Remove or minimise disadvantages suffered by people who share a relevant protected characteristic that are connected to that characteristic.
- Take steps to meet the needs of people who share a relevant protected characteristic that are different from the needs of people who do not share it.
- Encourage people who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such people is disproportionately low.

- Observe as far as possible the Equality and Human Rights Commission's Codes of Practice for Employment, Equal Pay, and Services, Public Functions and Associations.
- Treat victimisation, discrimination and harassment as disciplinary offences

In particular, Primary Eyecare Primary Eyecare Cheshire Ltd Ltd's subcontractors are required to ensure they meet the needs of disabled patients with eye health needs, including those with communication difficulties, making reasonable adjustments where necessary in order to accommodate these patients. Subcontractors are required to identify people with learning disabilities and assess their additional needs (including capacity to consent to treatment). This might mean allowing slightly more time when treating a disabled patient, ensuring consulting rooms can accommodate wheelchairs and making provisions for carers. Primary Eyecare Primary Eyecare Cheshire Ltd Ltd understands that in the course of such accommodation, subcontractors may be required to treat some patients more favourably than others.¹ However, this will not be regarded as conduct that would otherwise be prohibited by or under the Equality Act 2010 or in any way compromising patients.

Primary Eyecare Primary Eyecare Cheshire Ltd Ltd's Board of Directors has overall responsibility for the equal opportunities policy.

Primary Eyecare Primary Eyecare Cheshire Ltd Ltd's equal opportunities policy will be reviewed annually.

¹ In accordance with the Equality Act 2010.